

Greene Co.

AFSCME (Sheriff)

7/1/2006 6/30/2008

AGREEMENT

**GREENE COUNTY, IOWA
SHERIFF'S DEPARTMENT**

AND

AFSCME/IOWA COUNCIL 61/LOCAL 3949

July 1, 2006 – June 30, 2008

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AGREEMENT

This Agreement entered into this first day of July, 2006, by and between Greene County, Iowa Sheriff's Department, hereinafter referred to as the "Employer", and AFSCME/Iowa Council 61/Local , hereinafter referred to as the "Union", and represents the final complete agreement between the Employer and the Union for term of this agreement. Whenever the word "Act" appears, this refers to the Iowa Public Employment Relations Act, which was signed into law on April 24, 1974.

ARTICLE 1

RECOGNITION

The Employer hereby recognizes the Union as the exclusive bargaining representative for wages, hours and other terms and conditions of employment permitted by the Act for those employees designated by PERB Case No. 7033, dated May 10, 2005.

INCLUDED: All full-time and part-time employees of the Greene County Sheriff's Office: Deputies, Jailers, Communication Operators, and Secretary.

EXCLUDED: Sheriff and Chief Deputy.

ARTICLE 2

MANAGEMENT RIGHTS

The Act reserves for management the right to: direct the work of its public employees; hire, promote, demote, transfer, assign and retain public employees in positions within the public agency; suspend or discharge public employees for proper cause; maintain the efficiency of governmental operations; relieve public employees from duties because of lack of work or for other legitimate reasons; determine and implement methods, means, assignments and personnel by which the public Employer's operations are to be conducted; take such actions as may be necessary to carry out the mission of the public Employer; initiate, prepare, certify and administer its budget; exercise all powers and duties granted to the public Employer by law.

ARTICLE 3

SENIORITY

Seniority means an employee's length of continuous full-time service with the Employer since their last date of hire, followed by an employee's length of continuous part-time service with the Employer. Seniority shall be administered on a job classification basis.

All full-time employees shall be listed first in order of seniority on the seniority list, with all part-time employees listed following, in seniority order. When used on bidding and on layoffs, the least senior full-time employee shall rank above the most senior part-time employee.

Regular full-time employees are defined as those employees who are regularly scheduled to work thirty-five (35) or more hours per week. Regular part-time employees are those employees who are regularly scheduled to work less than thirty-five (35) hours per week.

A. Deputies

New Hires

A new employee who has successfully completed the Iowa Law Enforcement Academy or another training facility certified by the Director of the ILEA prior to the appointment shall serve a probationary period not to exceed nine (9) months following the date of hire. A new employee who has not successfully completed the Iowa Law Enforcement Academy prior to hire shall serve a probationary period not to exceed nine (9) months following successful completion of the Iowa Law Enforcement Academy or another training facility certified by the Director of the ILEA.

Promotional Appointments

An employee promoted to a position assigned a higher pay scale shall serve a probationary period not to exceed nine months. In the event the employee does not successfully complete the probationary period the employee shall be allowed to return to the previously held position.

B. All Other Employees

A new employee and promotional appointments shall serve a probationary period not to exceed six (6) months. A new hire may be terminated for any reason during the probationary period without recourse to the grievance procedure. Upon satisfactory completion of the probationary period, the employee will be placed on the seniority list and his/her seniority will be determined from the date of hire. A regular full-time employee who vacated his/her position to accept probationary appointment to a class in a higher level and who is rejected during the probationary period shall be reinstated to his/her former position and rate of pay.

An employee shall lose their seniority and the employment relationship shall be terminated as follows:

1. Employee quits.
2. Employee is discharged.
3. Engaging in unauthorized work while on leave of absence or giving false reason for obtaining leave of absence.
4. Falsification of employment application.

5. An employee absent from work two (2) days without notice to the Employer.
6. Failure to report for work at the end of leave of absence.
7. Failure to report to work within five (5) days after being notified to return to work following layoff, when notice of recall is sent certified mail to the employee's last known address, according to Employer records.
8. Any employee is off work for any reason for twenty-four (24) months, which may be extended an additional six months at the Employer's discretion.
9. Employee retires.

It is the employee's responsibility to keep the Employer informed of their address and telephone number.

As long as an individual is employed or is laid off, but still in recall status, by the Employer, either in or out of the bargaining unit, his/her seniority continues to accumulate. The seniority list shall be revised to reflect the employee's status each year.

ARTICLE 4

VACANCIES

The Employer shall have sole discretion to fill a vacancy or vacancies. When more than one (1) employee is being considered to fill a vacancy with equal qualifications, seniority shall rule. The Employer shall post vacancies and minimum qualifications of an applicant in a designated place for a period of five (5) working days before a vacancy or a newly created job classification in the bargaining unit will be filled by hire or promotion. The most senior bargaining unit employee who meets the minimum qualifications shall be given a 30-day trial period with training. If the Employer determines during the 30-day trial period that the employee is unsuitable for the new job, the Employer shall reassign the employee to the employee's previous job. The Employer may consider qualified applicants outside the unit when no present employees meet the minimum qualifications. Deputies must live in Greene County, if assigned.

If at any time during or at the end of an advancement trial period an employee elects to remove himself as a candidate for the higher classification, he shall be continued in his existing classification.

An employee who is worked at a higher classification more than two (2) days of any pay period shall be paid at the higher rate for all such work done at the higher classification, except that this provision does not apply to trial periods for purposes of advancement.

ARTICLE 5

PROMOTIONAL PROCEDURES

When filling a promotional vacancy, the Employer may consider the employee's qualifications, ability, aptitude and work record. However, when these factors are relatively equal between two (2) or more employees, in the sole exclusive discretion of the Department Head, then seniority shall prevail. Employees will be on promotional probation for six (6) months. At all times, the Employer reserves the right to hire from outside to fill a promotional vacancy.

A regular full-time employee who vacated his/her position to accept probationary appointment to a class in a higher level and who is rejected during the probationary period shall be reinstated in his/her former position and rate of pay.

ARTICLE 6

LAYOFF AND RECALL

When the working force is to be reduced, employees will be laid off in the following order:

1. Temporary or Seasonal;
2. Probationary;
3. Regular Part-time, by seniority;
4. Regular Full-time, by seniority.

The regular part-time employee with the least bargaining unit seniority in the classification affected shall be the first removed. The employee removed can then replace the employee with the least bargaining unit seniority in an equal or lower rated classification, provided the employee is qualified. No permanent full-time employee shall be laid off in any classification until all temporary, probationary, and part-time employees in the classification have been removed. Probationary employees shall have no recall rights.

Upon recall from layoff, employees will be returned to work in the inverse order from which they were laid off. Employees to be recalled shall be notified as far in advance as possible, with a minimum of two weeks, by notice in writing sent by certified mail to the last address shown on the Employer's records.

Employees affected by layoff shall remain on a recall list for a period of two (2) years from the date of the layoff.

ARTICLE 7

HOURS OF WORK AND OVERTIME

Hours of Work:

Deputies: Will work a twelve (12) hour shift.

Dispatchers: Will work an eight (8) hour shift. The three regular shifts shall remain 8 am to 4 pm; 4 pm to 12 am; and 12am to 8am.

Jailers: Will work an eight (8) hour shift.

Secretaries: Will work an eight (8) hour shift.

Overtime:

Overtime shall be kept to a minimum consistent with the efficient provision of law enforcement services.

All non-exempt dispatchers, jailers and clerical employees who work in excess of forty (40) hours in any workweek shall be paid either in cash or granted compensatory time off at the rate of one and one half (1 ½) hours off for each hour of overtime worked. All non-exempt deputies shall be paid either in cash or granted compensatory time off at the rate of one and on-half (1 ½) hours off for each hour worked in excess of eighty-five and one-half (85 1/2) in a fourteen (14) day period.

If, at the end of the fiscal budget year in June, there are funds remaining in the Sheriff's budget, those funds may be used to pay off accumulated compensatory time. That determination shall be the choice of the Employer. If more than one hundred (100) hours of comp time is accumulated; the Employer may require the employee to use additional time off during the same time period as it is acquired. Paid leaves, vacation and holidays shall be counted as working time for the purpose of determining overtime. Except for emergencies, the Sheriff must approve any work in excess of the normal work period in advance. The workweek shall begin at 12:01 am on Sunday and end at 12:00 midnight the following Saturday.

ARTICLE 8

LEAVES OF ABSENCE

The following leaves are made available to fulltime employees.

Section 1 – Sick Leave Accumulation:

Sick leave shall be accumulated at the rate of sixteen (16) hours per month of employment and shall be accumulated to a maximum of seven hundred twenty (720) hours. However, no paid sick leave shall be allowed during the probationary period.

Section 2 – Sick Leave Verification:

When absences due to illness are necessitated, the employee shall notify the Sheriff or the employee's immediate supervisor prior to the beginning of his/her scheduled reporting time. Sick leave use of more than two (2) consecutive days of illness may require a physician's certificate if asked for within the two day period. The Board of Supervisors may request an examination, designate the physician and pay for same.

Section 3 – Sick Leave Conversion:

An employee who has accumulated a maximum of seven hundred twenty (720) hours sick leave shall be allowed to convert additional sick leave to vacation time under the following circumstances:

- Conversation shall be at the rate of four (4) hours vacation time for sixteen (16) hours of sick leave, provided that no sick leave has been taken for the month of accumulation.
- Such converted vacation time shall be used within sixty days following the accumulation and conversation.
- Vacation time taken to this conversion privilege shall be requested at least one (1) week prior to use.
- An employee with eight (8) hours of accumulated and converted additional vacation time may use it by taking one (1) full day of vacation time at his/her election or in smaller intervals if he/she chooses, the exact time of which to be with the approval of the Sheriff.
- Any conversion time taken must be in a minimum of one-half (1/2) day increments.

Section 4 – Sick Leave Utilization

Employees may use accrued sick leave for personal medical, chiropractic, optical, or dental appointments which cannot be scheduled at times other than during working hours. Employees may also use accrued sick leave for personal illness.

Employees may also use up to five days per year to care for sick or injured members of the employee's immediate family, including medical, chiropractic, dental, or optical appointments. Immediate family shall be defined as spouse, parents, children, step-children, or any other resident of the employee's household.

Section 5 – Worker's Compensation:

An employee off work due to an injury or illness covered by Worker's Compensation payments shall be paid sick leave until the accumulated sick leave has expired. The employee shall endorse and forward any Worker's Compensation warrants or payments over the Employer. Upon receipt of said Worker's Compensation warrant(s) or payment(s) the Employer shall reinstate the employee's sick leave to the extent of the equivalent hourly rate of said warrant(s) or payment(s). The Employer shall continue to pay health insurance premiums for the affected employee, for up to twelve (12) months and the employee shall continue to accumulate vacation benefits for up to twelve (12) months.

Section 6 – Leave Without Pay:

Upon written request by the employee, prior to the employee exhausting his sick leave and vacation leave, leave without pay may be granted by the Employer in writing. An employee granted leave without pay shall not accrue any vacation, sick leave, or other benefits, except for seniority.

Section 7 – Military Leave:

All probationary and permanent employees shall be granted up to a maximum of thirty (30) days annual leave with pay or as required by military order per the Iowa Code.

Section 8 – Jury Duty:

All permanent employees shall be granted time off with pay for serving on jury duty. Employees shall be granted this time off only for that part of the workday required by the jury duty. An employee released from Jury duty before 11:00 am, shall report to work by 1:00 pm of the same day and an employee released from duty after 11:00 am shall report to work the following morning. Any jury duty pay less mileage received by an employee shall be forwarded to the Sheriff, to be deposited in the General Fund.

Section 9 – Funeral Leave

All permanent employees will be allowed time off with pay in accordance with the following schedule:

- Up to three (3) days per occurrence for arrangement and attending the funeral of a spouse, parent, child, grandparents, brother, sister, and step-child of the employee.
- Up to one (1) day per occurrence for arrangement and attending the funeral of a son-in-law, daughter-in-law, father-in-law, mother-in-law, grandchildren, brother-in-law, sister-in-law, aunt, or uncle of the employee.
- Up to one (1) day per occurrence for funeral leave as a pallbearer and up to one (1) day for present employees of the Employer.

Any additional time needed for travel to and from funeral locations or other circumstances that may require additional time may be extended with prior approval of the Sheriff.

Section 10 – Retirement

Upon retirement, employees will be paid for unused sick leave at a rate of ten dollars (\$10) per day, up to a maximum of \$900. In the event of death, the estate of such employee will receive all earned pay plus vacation time accumulated.

Section 11 – Court Time

An employee called into court outside his/her scheduled hours shall be paid, either in cash or comp time, a minimum of one hour (1) at time and-one-half the employee's regular straight time hourly rate for all hours worked.

ARTICLE 9

HOLIDAYS

All full-time employees shall be eligible for holiday pay leave for each observed holiday. When a holiday falls on a Saturday the preceding Friday shall be granted. When a holiday falls on a Sunday the following Monday shall be granted. Holidays observed by eligible employees are as follows:

New Year's Day	Labor Day
President's Day	Veterans' Day
Memorial Day	Thanksgiving Day
Independence Day	Day after Thanksgiving
Two (2) days at Christmas as designated by the Board of Supervisors	

An employee who works on a holiday shall receive double time pay. An employee not regularly scheduled to work a holiday shall receive Accumulated Holiday Leave for the number of hours they normally would have worked if scheduled.

If a holiday falls on a regularly scheduled day of work for a full-time employee, the employee may choose to work the holiday or not.

ARTICLE 10

VACATION

All regular full-time employees shall be eligible for vacation on their seniority date as listed below:

Service Requirement

After one (1) full year of continuous service
After two (2) full years of continuous service
After nine (9) full years of continuous service
After fifteen (15) full years of continuous service

Vacation Allowance

Forty eight (48) hours
Ninety six (96) hours
One hundred twenty (120) hours
One hundred sixty (160) hours

An employee's request for more than one (1) vacation should be submitted and approved at least seven (7) days in advance of time requested. Vacations will, so far as possible, be granted at times requested by eligible employees, provided however, that the final right to allot vacation periods or alter such allotments is reserved the County.

An employee may accumulate and carry forward from year to year, a maximum vacation time of eighty (80) hours. Any accumulation of more than eighty (80) hours shall be used during the year earned or shall be forfeited.

An employee may use vacation time only after it is accrued and may use only up to the amount of the accrual. Vacation accrual accumulations shall be computed as of the anniversary of the most recent date of hire.

Vacation pay shall be computed at the employee's wage rate at the time the vacation is taken. Vacation may be taken in hourly increments, as approved by the Sheriff.

Upon resignation, retirement, death or termination from County service, an employee shall be paid for unused credited vacation at the rate of pay in effect at the time of termination.

ARTICLE 11

SAFETY RULES AND WORKING CONDITIONS

The ^{employer}~~employee~~ shall make reasonable provision for the safety and health of its employees during their hours of employment, and to furnish safety equipment the employees are required to use or wear, except equipment replaced due to abuse or loss by the employee, which shall be at the cost of the employee.

In case of injury ^{due}~~due to~~ work or incurred while working, all such injuries must be reported to the Sheriff's office on the same day the injury is sustained.

A Safety Committee will be responsible for meeting quarterly to evaluate department safety, make plans and recommendations and counsel as necessary concerning the effective administration of the safety program. The Safety Committee will consist of our (4) people with two (2) from the Employer and two (2) from the unit represented.

ARTICLE 12

UNION RIGHTS

Section 1 – Time Off for Union Activities

Local Union representatives shall be allowed time off without pay for legitimate Union business such as Union meetings, State or area wide Union committee meetings, State or International conventions, provided such representative shall give reasonable notice to his/her supervisor of such absence and shall be allowed such time off if it does not substantially interfere with the operating needs of the Employer. Such time off shall not be detrimental in any way to the employee's record.

Section 2 – Union Bulletin Boards

The Employer shall provide bulletin boards and/or space at the Law Enforcement Center. The boards shall be for the sole and exclusive use of the Union. The items posted shall not be political, partisan or defamatory in nature.

Section 3 – Information Provided to Union

At least once each month, the Employer shall notify the Union in writing of the following personnel transactions involving bargaining unit employees: New hires, promotions, bid numbers where such are used, reallocation, layoffs, reemployment, transfers, leaves, returns from leave, suspension, discharge, and termination.

In addition, the Employer shall furnish the Union every July with the current seniority rosters and reemployment lists, applicable under the seniority provisions of this Agreement.

In all transactions listed above, employees' Social Security Numbers shall be provided.

ARTICLE 13

GRIEVANCE PROCEDURE

Section 1 – Definition

A grievance shall be a written complaint alleging a violation involving the application and interpretation of the provisions of this Agreement.

Section 2 – Grievance Steps

A. Step One

Consistent with the intent of the parties that a grievance should be resolved at the lowest supervisory level, a grievance shall first be presented to the Sheriff. The grievance shall be written on a form provided by the Union. It shall specify the specific provisions of the Agreement that have been allegedly violated. The grievance shall be filed in the name of an individual employee or in the name of the Local Union. The grievance must be filed within fourteen (14) calendar days of the incident precipitating it. The grievant, with the Union steward, shall meet with the Sheriff within seven (7) calendar days of the filing of the grievance. The Sheriff shall respond in writing on the grievance form within seven (7) calendar days of the meeting.

B. Step Two

If dissatisfied with the Sheriff's answer to Step One, the grievance must be appealed to the Board of Supervisors within seven (7) calendar days. The grievant, with the Union Steward and Union Representative, will meet with the Board of Supervisors within seven (7) calendar days of the receipt of the grievance by the Board in an attempt to resolve the grievance. The Board shall respond in writing on the grievance form.

C. Step Three – Grievance Arbitration

Grievances, which have not been settled under the foregoing procedure, are eligible for arbitration. For the purpose of selecting an impartial

arbitrator, the parties or party shall request the Iowa Public Employment Relations Board to submit a five member panel of arbitrators. The parties shall strike alternately from the list until one name remains. The parties shall contact the arbitrator and set a date for the arbitration hearing. The parties shall exchange witness and exhibit lists no less than one week prior to the date of the hearing. If not provided to the other party one week prior to the hearing, neither party may use the evidence at the hearing.

The fees and expenses of the arbitrator will be paid equally by the parties. Each party shall pay its own cost of preparation and presentation for arbitration. No stenographic transcript of the arbitration hearing shall be made unless requested by a party. The cost of stenographic reporting of the hearing shall be borne by the party requesting the same, except that the other party may request a copy of such transcript, in which case the parties shall equally divide the cost of stenographic reporting and of the transcripts.

All grievance and arbitration meetings under this Article are to be held in private and are not open to the public.

The decision to proceed to arbitration shall be an exclusive determination of AFSCME/Iowa Council 61.

Section 3 – Time Limits

If a grievance is not presented within the time limits set herein, it shall be considered “waived”. If a grievance is not appealed to the next step within the specified time limit or within any written extension agreed to by the parties, it shall be considered settled on the basis of the Employer’s last answer. If the Employer does not answer a grievance or an appeal thereof within the specified time limits, the Union may elect to treat the grievance as denied at that step and immediately appeal the grievance to the next step. The time limit in each step may be extended by mutual written agreement between the Employer and the Union. The same arbitrator may hear more than one grievance only by mutual written agreement of the parties.

ARTICLE 14

INSURANCE

The County’s present group health and major medical insurance policy shall remain in effect for the life of this Agreement. However, the County may change insurance carriers without consent of the Union so long as equivalent coverage is maintained. The County shall pay 100% of the policy premium for single person coverage and 85% of the policy premium for family coverage. Employee out-of-pocket deductibles are set at \$200/single and \$400/family. The employee cost per prescription is \$10.00.

The County shall pay the policy premium for single and family coverage of the Delta Dental plan, effective July 1, 2006. The County may change insurance carriers to a carrier approved by the Iowa Insurance Commission without the consent of the Union so long as the benefits and coverage provided are equal to or in excess of those benefits and coverage provided prior to the change of companies.

The County shall pay the policy premium for ^{25,000}~~\$10,000~~ group term life insurance for each employee and \$2,500 group term life insurance on each employee's spouse and dependent child. However, such coverage is \$100 on dependent children from age fourteen (14) months to six (6) months and \$2,500 from age six (6) months to nineteen (19) years, (twenty-five years if a full-time student).

ARTICLE 15

DUES CHECKOFF AND INDEMNIFICATION

Upon receipt of a lawfully executed written authorization from an employee, the County agrees to deduct the regular monthly Union dues from the paycheck of each employee every month and remit such deduction by the fifteenth (15th) day of the succeeding month to the business address of the Union with an accompanying list of employees from whom payroll deductions were made. Each year, the Union will notify the County in writing of the exact amount of such regular monthly membership dues to be deducted. The County shall require a minimum of fifteen (15) days and a maximum of thirty (30) days from the receipt of the written authorization before the first deduction can be made.

The Union agrees to indemnify and hold the County harmless against any and all claims, suits, orders, or judgments brought or issued against the County as a result of any action taken or not taken by the County under the provisions of this dues checkoff clause.

The Employer agrees to deduct from the wages of any employee who is a member of the Union a PEOPLE deduction as provided authorization, provided by the Union. Such authorization must be executed by the employee and may be revoked by the employee at any time by giving written notice to both the Employer and the Union. The Employer agrees to remit any deductions made pursuant to this provision promptly to the Union, together with an itemized statement showing the name of the employee from whose pay such deductions have been made and the amount deducted during the period covered by the remittance.

Such orders shall be terminable, with written notice to the Employer and the Union during a two (2) week period following the anniversary date of the Employee's authorization to withhold dues. The Employer agrees not to hold requests to terminate authorization for payroll dues deduction. Such deductions shall cease within sixty (60) calendar days from receipt of the Employee's notice to terminate dues deduction.

ARTICLE 16

WAGES

Reference is made to Exhibit A, Job Classification and Pay Schedules, which are a part of this Agreement.

ARTICLE 17

DISCIPLINE AND DISCHARGE

The parties recognize the authority of the Employer to suspend, discharge or take other appropriate disciplinary action against employees for just cause, recognizing and considering progressive discipline, where appropriate.

The following steps will normally only be taken in an attempt to resolve problems of unsatisfactory conduct which are not of a serious nature:

1. The Sheriff will normally give an employee a verbal warning and may place a written notation of this in the employee's personnel file.
2. If unsatisfactory conduct continues, the Sheriff will normally issue a written warning. The copy will be placed in the employee's personnel file.
3. If such conduct continues, the employee may be suspended without pay.
4. If such conduct is repeated, the County will terminate employment of the employee. A written report of this action and the reasons for it will be placed in the employee's file.

If an employee goes without discipline for twelve (12) months following a written or verbal warning, the employee will start at step one of the above steps. In cases of serious misconduct, the Employer shall have the right to suspend or discharge immediately.

ARTICLE 18

NON-DISCRIMINATION IN EMPLOYMENT

There shall be no discrimination in Employment by the Employer or the Union toward any employee because of their membership or non-membership in the Union.

ARTICLE 19

SEPARABILITY

If any provision of the Agreement is subsequently declared by the proper or judicial authority to be unlawful, unenforceable, or not in accordance with applicable statutes or ordinances, then that provision should be deleted from this Agreement to the extent it

violates the law, and shall be renegotiated, if legally negotiable. All other provisions of the Agreement shall remain in full force and effect for the duration of this Agreement.

This Agreement nullifies and supercedes any previous practice, understanding or precedent between the parties.

During the period of this Agreement, neither the Employer nor the Union will be required to negotiate any further matters affecting this Agreement, except to the extent above stated.

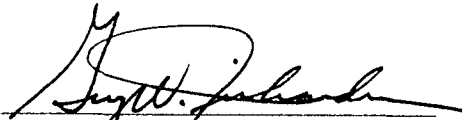
ARTICLE 20


DURATION

This Agreement shall be effective as of July 1, 2006, and will remain in effect until midnight, June 30, 2008.

For the Employer

GREENE COUNTY SHERIFF
AND BOARD OF SUPERVISORS

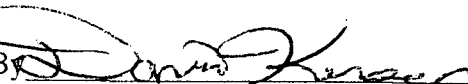
By 
Supervisor

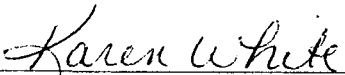
By 
Sheriff 7-10-06

For the Union

AMERICAN FEDERATION OF
STATE, COUNTY AND MUNICIPAL
EMPLOYEES, LOCAL

By 
Staff Representative

By 
Employee Representative

By 
Employee Representative

By 
Employee Representative

SCHEDULE "A"

SALARIES FOR 2006-07

FULL-TIME EMPLOYEES

	YEARLY	HOURLY	MONTHLY
<i>DEPUTIES</i>			
Jeff Paris <i>Pinus</i>	34,810.33	16.74	2900.86
Nate Haupert	28,615.52	13.76	2384.63
Dave Kersay <i>Kersey</i>	28,113.49	13.52	2342.79
Jack Williams, Jr.	27,560.00	13.25	2296.67
Joe Maas	27,030.00	13.00	2252.50
Sandra White	28,719.04	13.81	2393.25

COMMUNICATION OPERATORS

Dave Williams	27,516.90	13.23	2293.08
Ronette Stott	25,646.40	12.33	2137.20
Lesa Seil	23,712.00	11.40	1976.00
Marie McRoberts	21,840.00	10.50	1820.00

JAIL OFFICERS

Karen White	26,672.04	12.82	2222.67
Joy Fox	21,840.00	10.50	1820.00

PART-TIME EMPLOYEES

PART-TIME DEPUTY - CERTIFIED

Jim Doran	12.00
Steve Haupert	12.00
Nick Sorenson <i>Sorenson</i>	12.00
Dave Morlan	12.00

PART-TIME COMMUNICATIONS - CERTIFIED

Mary Jo Kock <i>Koch</i>	10.50
Mindy Durham <i>DURUM</i>	10.50

PART-TIME COMMUNICATIONS – NONCERTIFIED

Austin Tuel	9.00
Jack Williams	9.00

PART-TIME JAIL OFFICERS

Jean Tuhn	10.50
Craig Berry	10.50
Dale Higgins	10.00
Dave Kersay KERSAY	10.00
Joe Maas	10.00
Justin Durham DURHAM	9.00
Melinda Tilley	9.00
Jeremy Behrens	9.00
Mindy Durham DURHAM	9.00
Lesa Seil	9.00
Marie McRoberts	9.00
Shane Monthei	9.00
Mark Clouse	9.00
Dave Sloan	9.00
Sandy Vivyon	9.00

PART-TIME MATRONS

Paula Parris	8.50
Melinda Heater	8.50
Alicia Sloan	8.50

PART-TIME SECRETARY

Melinda Tilley	9.00
Melinda Heater	9.00

RESERVE DEPUTIES – CERTIFIED

David Sloan	9.00
Kevin Devilbiss	9.00
Les Fister	9.00
Dale Higgins	9.00

SALARIES FOR 2007-08

All Full-Time Employee salaries shall be increased by ten percent (10%), effective July 1, 2007.

For Part-Time Employees, effective July 1, 2007, a cost of living adjustment shall be made using the previous year's Consumer Price Index (CPI) for all urban consumers from December to December of the previous year. The schedule for wage rate adjustments shall be as follows:

CPI INCREASE OF:

Less than 0% to 3%

3.1% to 4%

4.1% to 8%

8.1 % and above

YIELDS WAGE RATE INCREASE* OF:

3%

100% of CPI

4.1% plus $\frac{1}{2}$ the increase from 4.1% of the
CPI to 6%

6%